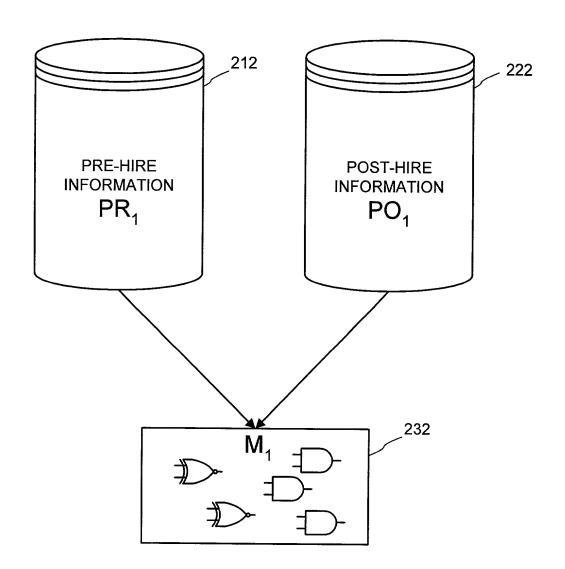


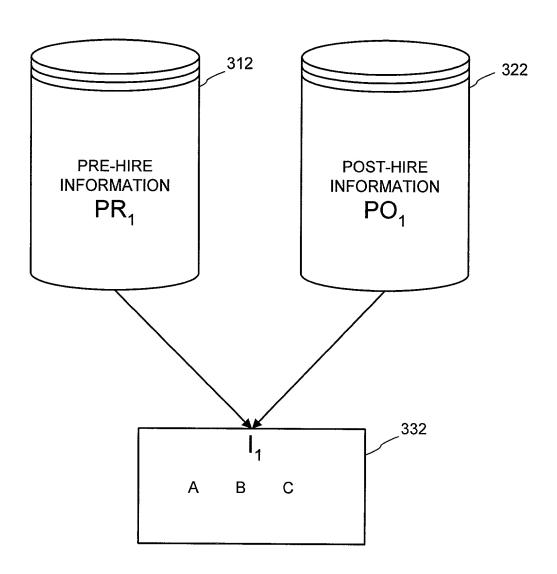
Inventors: Scarborough et al., Title: DEVELOPMENT OF ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, Express Mail No.: EL754020705US, Date of Deposit: August 2, 2001, Gregory L. Maurer, Esq., Klarquist Sparkman, LLP, 121 S.W. Salmon Street, Suite 1600, Portland, Oregon 97204, (503) 226-7391, Attorney Docket No.: 5437-60780, Page 2 of 20

FIG. 2



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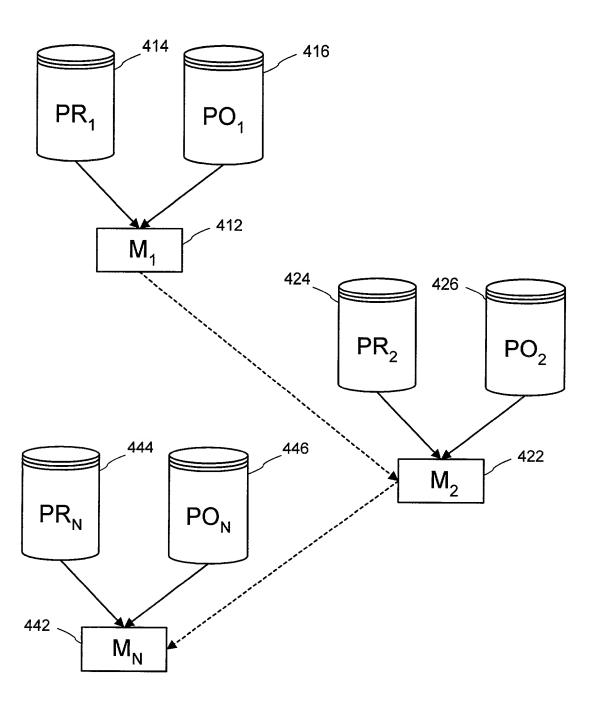
FIG. 3

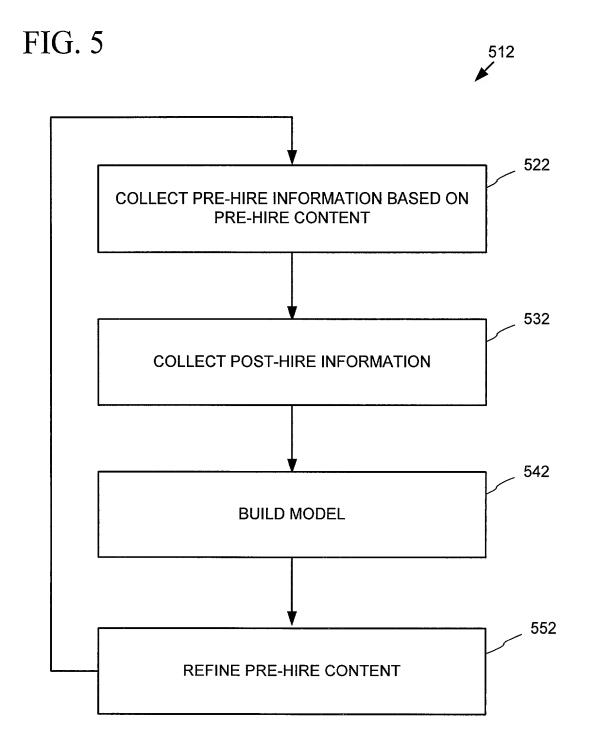


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Inventors: Scarborough et al., Title: DEVELOPMENT OF ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, Express Mail No.: EL754020705US, Date of Deposit: August 2, 2001, Gregory L. Maurer, Esq., Klarquist Sparkman, LLP, 121 S.W. Salmon Street, Suite 1600, Portland, Oregon 97204, (503) 226-7391, Attorney Docket No.: 5437-60780, Page 4 of 20

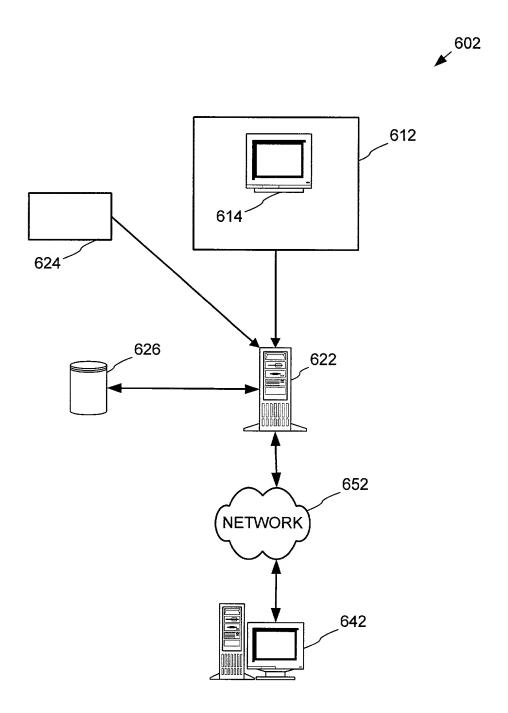
FIG. 4

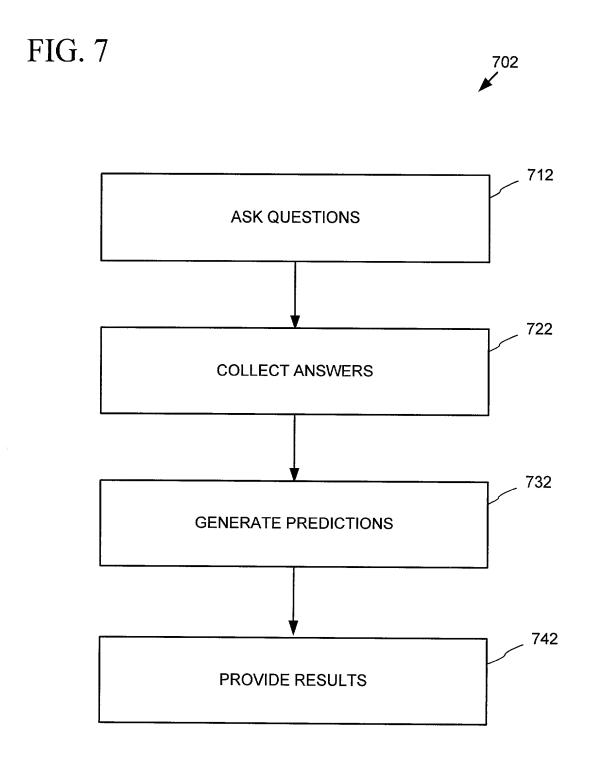


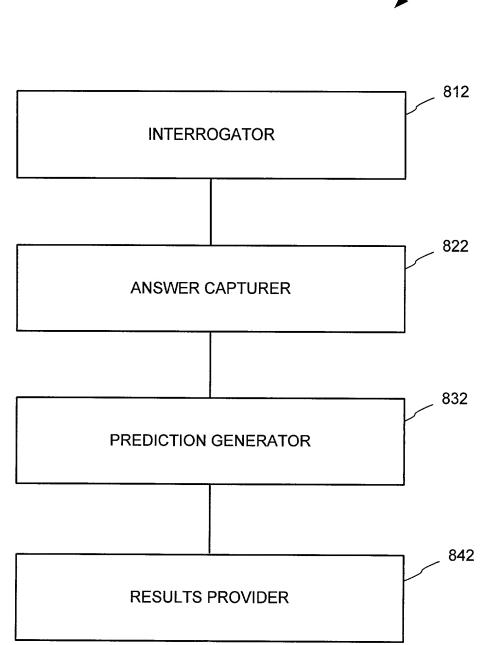


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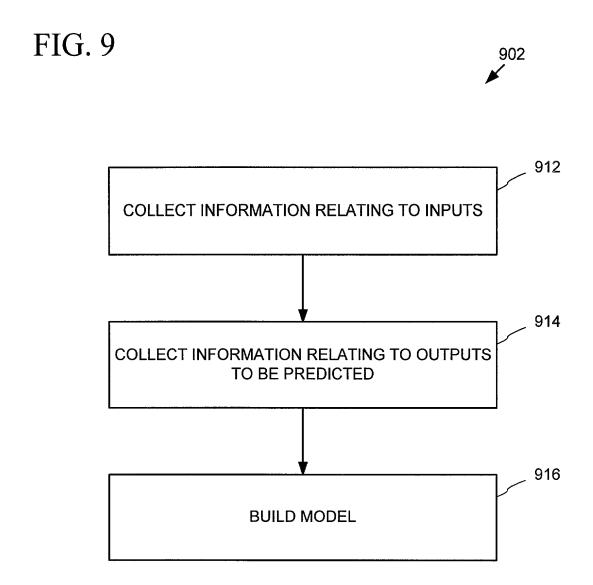
FIG. 6





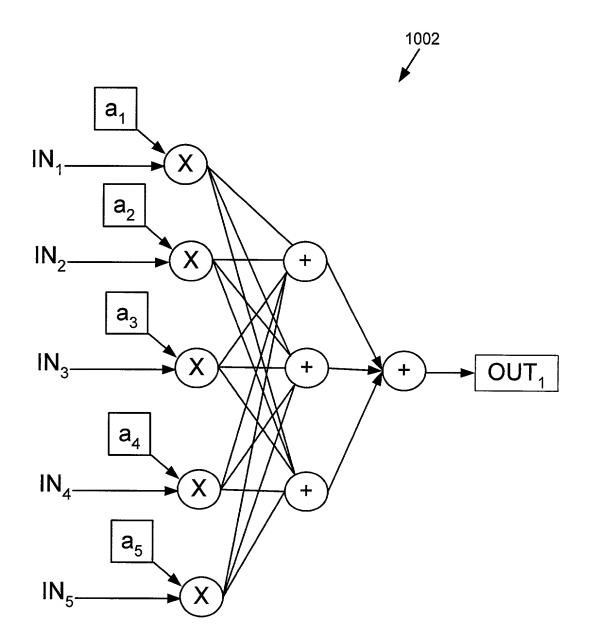


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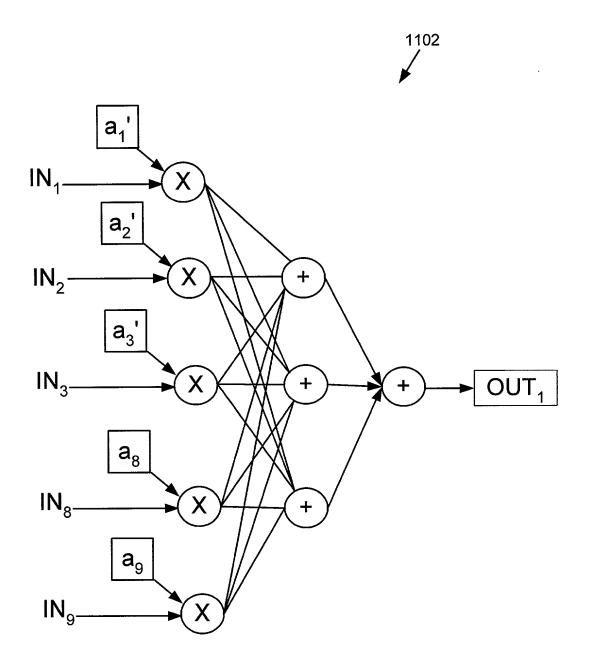
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FIG. 10



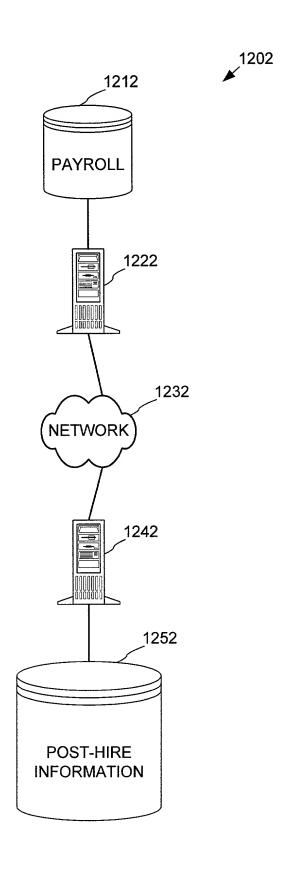
Inventors: Scarborough et al., Title: DEVELOPMENT OF ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, Express Mail No.: EL754020705US, Date of Deposit: August 2, 2001, Gregory L. Maurer, Esq., Klarquist Sparkman, LLP, 121 S.W. Salmon Street, Suite 1600, Portland, Oregon 97204, (503) 226-7391, Attorney Docket No.: 5437-60780, Page 11 of 20

FIG. 11

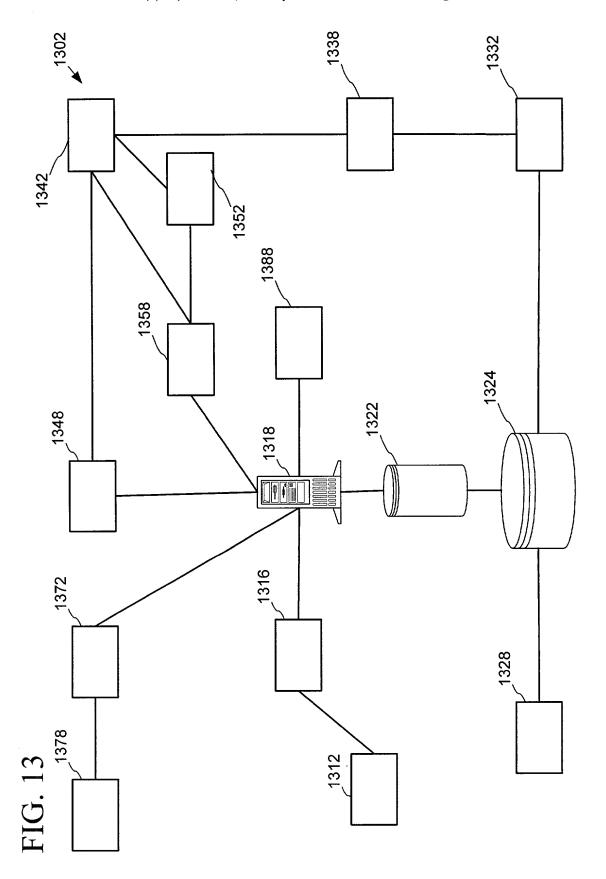


Inventors: Scarborough et al., Title: DEVELOPMENT OF ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, Express Mail No.: EL754020705US, Date of Deposit: August 2, 2001, Gregory L. Maurer, Esq., Klarquist Sparkman, LLP, 121 S.W. Salmon Street, Suite 1600, Portland, Oregon 97204, (503) 226-7391, Attorney Docket No.: 5437-60780, Page 12 of 20

FIG. 12

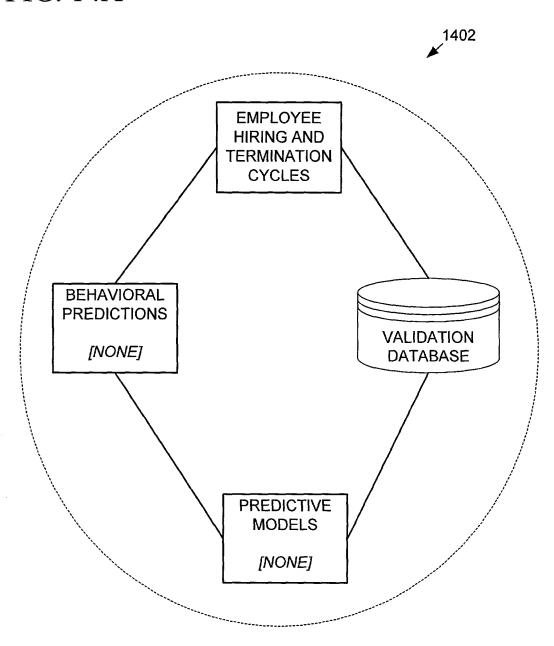


Inventors: Scarborough et al., Title: DEVELOPMENT OF ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, Express Mail No.: EL754020705US, Date of Deposit: August 2, 2001, Gregory L. Maurer, Esq., Klarquist Sparkman, LLP, 121 S.W. Salmon Street, Suite 1600, Portland, Oregon 97204, (503) 226-7391, Attorney Docket No.: 5437-60780, Page 13 of 20



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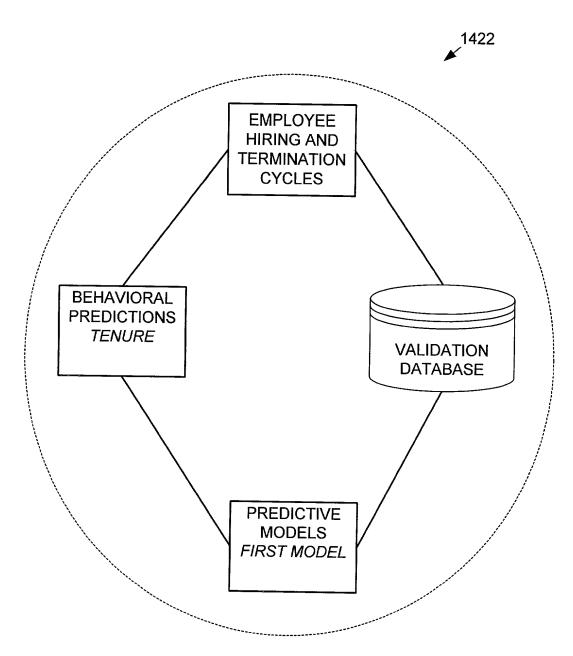
FIG. 14A



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FIG. 14B



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FIG. 14C

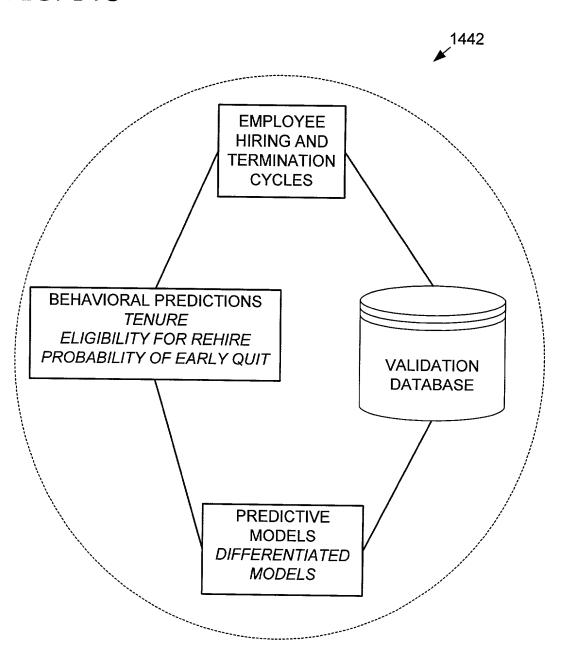
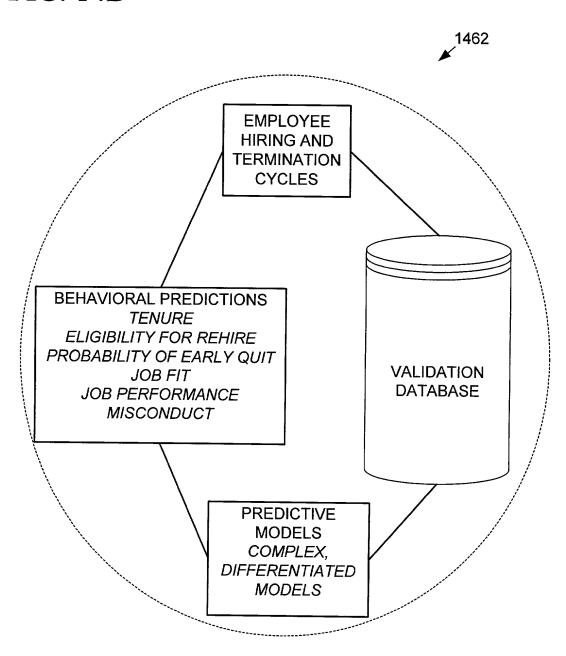
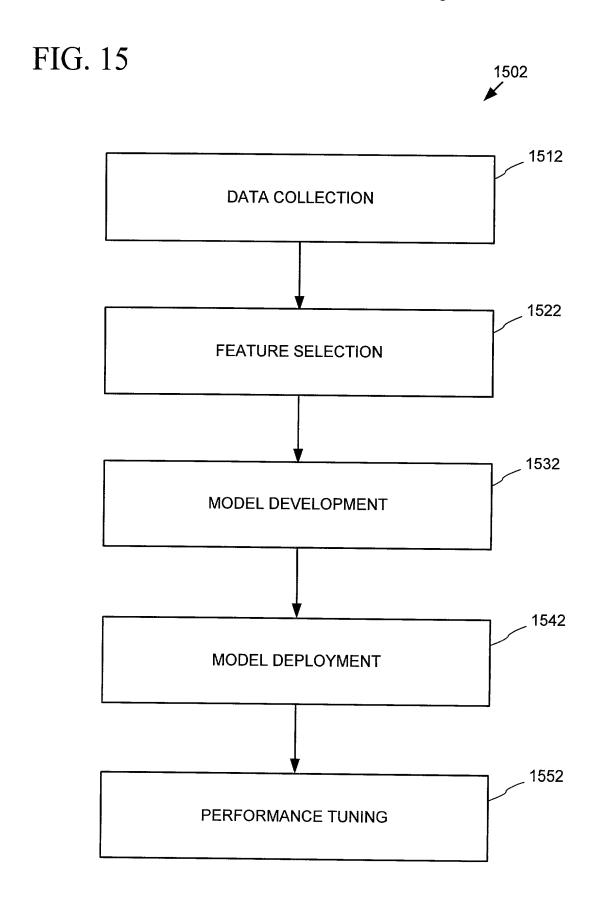


FIG. 14D



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FIG. 16



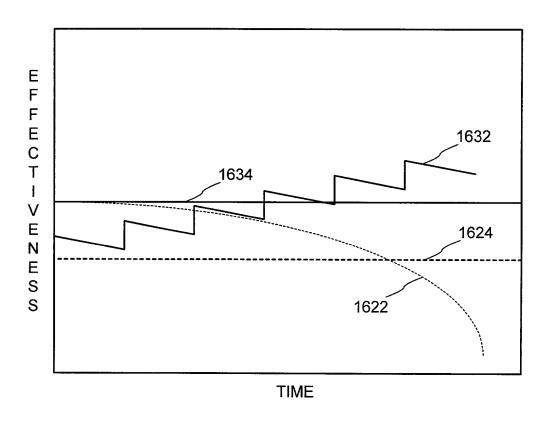


FIG. 17



